



Corporate Impact Report









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Planetek Italia srl Benefit Company

Corporate Impact Report 2022 Report drawn up in accordance with Italian Art.1 c.382 L.208/2015





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VISION 2023

Goals 2023







Highlights.





Impact manager



MARIELLA PAPPALEPORE

Department contact VINCENZO BARBIERI ANTONIO BUONAVOGLIA ita lar italia MICHELA SANFILIPPO VINCENZO POMPILIO LEONARDO ACCETTA MAURO CASABURI MARIANGELA DEBELLIS LARA TARANTO



People behind our sustainability.







Letter to our Stakeholders.

Dear stakeholder,

since April 2021, Planetek Italia has adopted the status of 'Benefit Company' and has included objectives of common benefit in its the corporate statute.

This is a business model aimed at combining economic, social and environmental sustainability. Our choice aims to reinforce our commitment to pursuing a generative business model, which puts the wellbeing of people and the environment in which we operate at the forefront, and formally commits us to acting responsibly, sustainably and transparently towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders.

People's wellbeing and environmental protection have been Planetek Italia's hallmark since it was founded in 1994, and the evolution into a Benefit Company is the result of a journey lasting more than 25 years.

Our impact report is designed to provide a clear and comprehensive overview of our efforts towards sustainability, innovation and community engagement. We believe it is crucial to account for our actions and the consequences they have on the environment, society and our community.

In this impact report, you will get an overview of projects and initiatives that we have developed over the past year.

Over the past year, Planetek Italia has strengthened its leading position in its market with an increase in net revenue of around 10%.

This has been possible thanks to strong investments in Research and Development, the continuous growth of highly qualified personnel, and thanks to the synergy and collaboration with numerous research centres and universities, particularly those in the area where we operate.

All this has allowed us to increase our workforce to 77 employees at the end of 2022, with an average of 72 employees during the year, compared to 65 in the previous year, confirming our commitment not only to maintain the company's assets, represented by its human capital, unchanged, allowing it to maintain the investments made in training and the growth of know-how, but also to increase the workforce despite the global crisis.

This year was characterised by a strong involvement of the entire company in the pursuit of the set goals. The 'Activating Sustainability' pathway led to the involvement of the entire corporate community in a training and facilitation perspective, with concrete commitments being made. In 2023, we have the goal of realising the initiatives promoted within our working groups aimed at pursuing objectives of common benefit.

Impact manager Mariella Pappalepore

Mexielle Repplepore





Our values

Vision & Mission.

We simplify the adoption of geospatial data in order to understand the world better, and to enable people to act in an aware and timely manner in order to live better and preserve the Earth.

Planetek Italia is an Italian Benefit Company established in 1994, which employs 100+ women and men, passionate and skilled in Geoinformatics, Space solutions, and Earth science. We provide solutions to exploit the value of geospatial data through all phases of data life cycle from acquisition, storage, management up to analysis and sharing.

We operate in many application areas ranging from environmental and land monitoring to open-government and smart cities, engineering and construction, transport, energy and utilities, food production, and including defence and security, as well as space exploration and EO satellite missions.

Main activities

- Satellite, aerial and drone data processing for cartography and geo-analytics production
- 2 Geoinformation services for the continuous monitoring with satellite data of Earth's surface, infrastructures, work sites, urban dynamics or marine coastal areas in support of decision-making and operational activities
- Design and development of Spatial Data Infrastructures (SDI) for geospatial data archive, management and sharing
- Design and development of real-time geo-location based solutions, through positioning systems such as GPS/ Galileo/GNSS and indoor location systems
- Development of software and algorithms for the processing and management of data and images on board satellites and for ground segment infrastructures

The Planetek group consists of four companies based in Italy and Greece and is active in both national and international markets. Planetek Italia is structured in Strategic Business Unit (SBU) focused on different markets: Government & Security, SpaceStream, Business to Business.



Our values 🥒

Our Commitment to Sustainability.

There is no business to be done on a dead planet. (Y. Chouinard. Fondatore di Patagonia)

Our actions, when we act as individuals and as a company, have an impact on society and the environment. This impact can be changed based on the choices we make. For this reason, since the establishment of Planetek Italia, we have nurtured the ambition to be part of the solution, rather than being part of the problem.

In these years of activity we have matured the awareness that economic growth, as we have known it so far, has led to an unsustainable environmental pressure in the long term and produced unsatisfactory results in terms of equality and social inclusion.

We are persuaded that companies can contribute significantly to the achievement of challenging objectives to combine development and sustainability. For this reason in 2021 we have evolved into a Benefit Company, and in 2022 we started monitoring our sustainability performances. A long path officially started in 2008 with the adoption of an environmental management system compliant with the UNI EN standard ISO 14001:2004 and EC regulation 761/2001 (EMAS). In the same period, we adapted our procedures to the SA8000 standard for social responsibility. Within Confindustria, we have promoted a cultural debate on the issues of economic and social development that is respectful of man and the environment through the Club della Cultura, and since 2006 we have been members of Costellazione Apulia, a consortium of Apulian companies that discuss new sustainable development models. In keeping with our choices, in 2021 we became a Benefit Company by including among our common benefit objectives the development of actions aimed at the wellbeing of people, the reduction of our impact on the environment and the development of the territory and the community in which we operate.

The role of private companies in sustainable development has been sealed by the United Nations with the Global Agenda for Sustainable Development (Agenda 2030), the implementation of which sees a strong involvement of all parts of society, from business to the public sector, from civil society to philanthropic institutions, from universities and research centres to information and cultural workers. The 2030 Agenda, with its 17 Sustainable Development Goals (SDGs), provides a framework for companies that want to contribute to sustainable development.

Our daily actions are constantly directed towards contributing to achieving the Sustainable Development Goals of the 2030 Agenda in the knowledge that "what we do is just a drop in the ocean, but if we did not do it, the ocean would have one less drop" (Mother Teresa of Calcutta).

SDG	ACTION	WHAT WE DO IN PLANETEK ITALIA
3 GOOD HEALTH AND WELL-BEING 	Good health and well-being Ensuring health and well-being for all and all ages	We have a nice, comfortable, bright office with little noise just a few steps from the sea, and walks along the seafront are part of a daily ritual during the working day. Those who wish can play sports at a sports centre that has an agreement with us, also thanks to flexible working hours. Table soccer matches punctuate the working day. Five-a-side football and volleyball are evening social moments open to everyone. We have appoint- ed a CPO, Chief Party Officer, who, with everyone's input, organises fun and recreational activities every month. Tickets and season tickets are made available for employees to attend theatre performances free of charge.
4 education	Quality education Ensuring quality, equitable and inclusive education and promot- ing lifelong learning opportuni- ties for all	Preventing people's 'obsolescence' is a primary goal for us and therefore we promote further education courses and participation in conferences. We stimulate participation in degree courses, PhD and Master's degrees. We periodically organise corporate seminars (Design Lab Meeting, Aperitek), that are also open to outsiders, on topics proposed by the employees on technological, social and environmental issues. We host internships and apprenticeships through agreements with local universities and participate in school-work integration projects. We support industrial academic doctorates.
5 Ender Equality	Gender equality Achieving gender equality and empowerment (greater strength, self-esteem and awareness) of all women and girls	We guarantee equal opportunities for people working in the company and do not allow any form of discrimination on the basis of race, social class or national origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could give rise to dis- crimination. Since 2009, our social responsibility system has been certified according to the international standard SA (Social Accountability) 8000. In the Board of Directors, 25% are women; in the company as a whole, women are 30% above the industry aver- age.
7 AFFORMARIE AND CLEAN INARCY	Affordable and clean energy Ensuring access to affordable, reliable, sustainable and modern energy systems for all	We have chosen an electricity supplier that guarantees, through the Guarantee of Origin issued by the GSE, to purchase only green energy, produced exclusively from renewable sources, without the use of fossil fuels and without greenhouse gas emissions into the atmosphere. We work constantly to reduce energy consumption for the running of the headquarters, for our travels and for the operation of the computers and servers we use for our activities.
8 BEESH WORK AND ECONOMIC GROWTH	Decent work and economic growth Promoting lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all	Since 2016, Planetek Italia has been listed among the 100 best Italian companies ac- cording to the Welfare Index PMI report, which certifies companies that have a welfare system that is well above the industry average. In 2022, at the Welfare Index PMI Planetek Italia ranked third nationwide out of more than 6,500 companies evaluated. At Industia Felix 2022, we have been awarded as the best innovative SME in Apulia for our management performance and financial reliability and non-financial communication inspired by ESG principles.
9 BOUSTRY, INCOMPONING AND INFASTRUCTURE	Industry, innovation, infrastructures Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialisation	We invest more than 5% of our turnover in research activities. We cooperate with local, national and international research institutes and universities for training placements, dissertations, PhDs and scholarships. We share our know-how and expertise through our learning platform (https://eolearning.planetek.it) and the organisation of free educational internships, conferences, workshops and seminars.
	Sustainable cities and communities Making cities and human settle- ments inclusive, safe, durable and sustainable	We promote sustainable mobility through the use of public transport and cycling. For staff business trips, the use of public transport is strongly encouraged. We promote the cultural growth of the region by supporting the activities of Teatri di Bari both economically and managerially.
12 RESPONSIBLE CONSIMPTION AND PRODUCTION	Responsible consumption and production Ensuring sustainable patterns of production and consumption	The company's computers are all energy-efficient and we use cloud-based servers that guarantee a high level of energy efficiency. We have made investments to improve the energy efficiency of our workplaces by progressively adopting LED lighting, improving the thermal insulation of the offices and the air conditioning of the rooms and the server room. We carry out separate collection of glass, plastic, paper and organic waste. We are committed to reducing the use of plastic by exclusively adopting compostable products.
13 climate	Climate action Take urgent measures to tackle climate change and its conse- quences	Thanks to the investment plan made in 2013 for energy efficiency in the workplace, our energy consumption has been progressively reduced. In 2022, only renewable sources were used for the production of the energy used, with an estimated saving of over 66 tonnes of CO2 emissions into the atmosphere (source: Enegan).



Our values 🥒

Benefit companies.

The Italian law "Legge di Stabilità 2016 - L. n. 208/2015 - Art. 1, paragraphs 376 to 384 and annexes 4 and 5" introduced in Italy the Società Benefit, a legal form characterised in a nutshell by high levels of responsibility, sustainability and transparency. In this way, the legislator assigned 'the for-profit world the responsibility and the opportunity to be the engine of the turn towards sustainable development'.

Benefit societies are powerfully innovative enterprises because, as paragraph 376 states, 'in carrying out an economic activity or with the aim of sharing profits, they pursue one or more common-benefit purposes and operate in a responsible, sustainable and transparent manner towards persons, communities, territories and the environment, cultural and social goods and activities, bodies and associations and other stakeholders'.

The Italian legislator, through the benefit company model, reinterprets the role of the company in society, defining a new finalism that associates the exercise of economic action with the necessary and contextual generation of positive impacts (or reduction of negative impacts) towards stakeholders: The need to generate a common benefit in order to honour one's mission thus becomes an integral part of the company's daily actions, its strategic, organisational and managerial choices, which must be oriented towards balancing the creation of value for the owner with the creation of value for all stakeholders, for the environment and for society in general.

2.626

benefit companies

138.355

total employees

19.651M

total value

of production

Data updated 31/12/2022 by:

Osservatorio sulle società benefit

Camera di Commercio di Taranto

Planetek Italia. Purposes of common benefit.

Planetek Italia, pursuant to Article 1, paragraph 379, of the Italian L. 28 December 2015, no. 208, in the exercise of its economic activity, in addition to the purpose of sharing profits, pursues the following specific purposes of common benefit, operating in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders pursuant to Article 1, paragraphs 376 ss., L. ult. cit., namely:





promotes initiatives for the development of an entrepreneurial culture that respects the principles of corporate social responsibility.

В

builds stable and lasting relations with the context in which it operates in order to foster the harmonious development of the territory

С

organises free training events and workshops to create synergies with companies in the area, fostering encounters with young talents, stimulating innovation and research, and supporting the birth of startups

D

supports awareness of environmental protection as a shared value



Our values 🥒

Certifications.



Since 2009, Planetek Italia is certified SA8000, which certifies the social and ethical responsibility of companies. SA8000 is an international standard that lists the requirements for ethically correct behaviour of companies and the entire production chain towards workers.



Since 2017, Planetek Italia has adopted an information security management system for all company databases and processing systems in accordance with the ISO/ IEC 27001 standard.



Since 2007, Planetek Italia has obtained the ISO 14000 environmental certification, and since 2010, the EMAS (Eco-Management and Audit Scheme) registration, a voluntary instrument created by the European Community to which organisations can voluntarily adhere in order to assess and improve their environmental performance and provide third parties with information on their environmental management.



In 2022, Planetek Italia was listed among the 121 Italian Welfare Champion companies in the framework of the annual report on corporate welfare in Italian SMEs promoted by Generali Italia. The Welfare Index PMI assesses the level of corporate welfare in small and medium-sized enterprises and aims to spread the corporate welfare culture among companies.

The jury in this edition recognised Planetek Italia's strong commitment, awarding it third place in the Industry sector.



SGS

Since 2000, the organisation of the company's system has been certified in accordance with the specifications of the ISO standards and led Planetek Italia to obtain ISO 9001 certification for 'Design, realisation and assistance on Geographic Information Systems (G.I.S.), Geographic and Earth Observation (E.O.) data processing. Design and realisation of training in the field of Geographic Information Systems and Earth Observation.



Since 2014, Planetek Italia's management system is certified in accordance with the guidelines for the application of ISO 9001 to the provision of Earth Observation services, defined by the European Association of Remote Sensing Companies (EARSC).



Since 2016, Planetek Italia is registered in the Special Section of Innovative SMEs as per the Italian Law 24 Marzo 2015 n.33.



Since 2021, the Italian Competition and Market Authority has awarded Planetek Italia a legality rating of 2 stars.

Supplier selection criteria.

TIM

Telecom (Benefit Company) **Cloud service provider** Energy used for data centres 100% from renewable sources



Electricity supplier Energy used 100% from renewable sources







Reporting 2022

Management performance.



Key economic data

The reclassified profit and loss account of the company compared to the previous year is as follows:

RECLASSIFIED BALANCE SHEET	2022	2021	var.
Net Revenue	8.542.679	7.747.274	795.405
External Costs	(3.783.029)	(3.460.598)	(322.431)
Value added	4.759.651	4.286.676	472.975
Labour cost	(3.400.631)	(2.843.245)	(557.386)
Gross Operating Margin	1.359.020	1.443.431	(84.411)
Amortizations, depreciations and other provisions	(947.694)	(963.426)	15.732
Operating Result	411.326	480.005	(68.679)
Net financial charges	(82.632)	(77.171)	(5.461)
Gross Profit	328.694	402.834	(74.140)
Taxes	(54.102)	(108.922)	54.820
Net Profit	274.592	293.912	(19.320)



Distribution of the Value added

Distribution of the value added





Dashboard 2022

	@pen-es card PLANETEK ITALIA SI	RL
Livello Open-es raggiunto	Scoring sostenibilità 88/100	19 su 19 completate
	PERSONE PIANETA PROSPERITÀ PRINCIPI	2 P Ivello 2 - La Consapevalezza 23 su 23 completate
		3 O livelo 3 - La Maturità 34 su 36 completate
11/12	93 su 100 94 su 100 93 su 100 78 su 100	4 O livelo 4 - Il Profilo Completo 24 su 27 completato
		5 O livelio 5 - Il Profilo Avanzato 21 su 26 completate
	Livello di completamento 96/100	Validazione (x) non validato (+0 punti su 20)
Il mio livello		Data salvataggio 30/06/22
Media del tuo benchmark Top del tuo benchmark	Scoring collaborazione 32/100	Scoring condivisione esperienze 95/100

Dashboard 2021



Reporting 2022 🥒

Areas of impact.

Planetek Italia decided to adhere to the measurement tool made available by the Open-ES platform created by ENI.

The Open-ES platform is a collaborative tool with a model based on the four pillars of the Stakeholder Capitalism Metrics released by the World Economic Forum, metrics selected for their clarity and versatility for all sectors and business models. Planetek Italia with data as at 31/12/2022 reached level 11 with a sustainability scoring of 88/100.

The values achieved for each pillar are also significant in relation to the benchmark averages for the size and sector of reference.

Sustainability scoring 2021

PERSONE	Peso 42%
	87 su 100
Non validato (0 pu	inti su 8.4)
Media Bench	mark
31 su 100	
Top Benchma	ark
100 su 100	
Distribuzione	e Società
0-10	31.00%
11-25	10.00%
26-50	29.00%
51-75	15.00%
76-100	9.00%

PIANETA	Peso 8%
\ast	90 su 100
Non validato (0 p	unti su 1.6)
Media Bench	nmark
11 su 100	
Top Benchm	ark
100 su 100	
Distribuzion	e Società
0-10	59.00%
11-25	26.00%
26-50	8.00%
51-75	1.00%
76-100	1.00%

PROSPERIT	À Peso 16%
\ast	94 su 100
Non validato (0 p	punti su 3.2)
Media Benc	hmark
22 su 100	
Top Benchm	nark
100 su 100	
Distribuzion	ne Società
0-10	57.00%
11-25	10.00%
26-50	10.00%
51-75	11.00%
76-100	6.00%



Governance principles

People

The quality of corporate governance is fundamental to achieving long-term value, aligning and driving financial and social performance, and ensuring responsible management to protect the planet, people and economic prosperity.

People are at the centre of the success of all organisations, and companies must be committed to respecting health and safety, human rights, providing decent work standards for all women and men. including the young and disabled, and providing equal pay for work of equal value.

Prosperity

The economic prosperity of society is essential for the achievement of the Sustainable Development Goals and the growth of a 'strong, inclusive and transformative economy'. Economic growth based on decent employment and equitable

development based on sustainable production and consumption.

Planet

The environmental impact of companies depends on multiple factors (business activities, production chains, customers' use of products and services) and therefore it is crucial to protect the planet from degradation by managing natural resources and taking urgent action on climate change.

Sustainability scoring 2022

PERSONE	Peso 42%
\gg	93 su 100
Non validato (0 pur	nti su 8,4)
Media Bench	mark
27 su 100	
Top Benchma	ırk
93 su 100	
Distribuzione	imprese
0-10	38.00%
11-25	20.00%
26-50	14.00%
51-75	12.00%
76-100	9.00%

PIANETA	Peso 8%
	9 4 su 100
Non validato (0 punti su	1,6)
Media Benchma	rk
12 su 100	
Top Benchmark	
94 su 100	
Distribuzione im	prese
0-10	63.00%
11-25	16.00%
26-50	11.00%
51-75	2.00%
76-100	1.00%

PROSPERITÀ Peso 16%)		
93 su 100			
Non validato (0 punti su 3,2)			
Media Benchmark			
23 su 100			
Top Benchmark			
96 su 100			
Distribuzione imprese			
0-10 49.00%			
11-25 17.00%			
26-50 10.00%			
51-75 12.00%	1		
76-100 7.00%	J		





Reporting 2022 🥒

Results 2022.









Reporting 2022 🥒

The path "Activating sustainability".

Detailed objectives and involvement

In 2022, we developed the following activities:

- 1 Uniformity of strategic vision and declination of sustainability objectives, involving the Executive Committee and a group of function contact persons
- 2 Activation of a group of 'Ambassadors', a central figure for raising internal awareness of sustainability issues and coordinating active commitment by the entire company
- 3 Involvement, with a view to training and facilitation, of all employees, with the making of concrete commitments



Defining the work

The development work was set up with reference to the 4 sustainability impact areas of the Open-Es model.

The 4 areas guided the definition of the function objectives, the organisation of the Ambassadors (divided into 4 corresponding groups), and the subsequent aggregation of each person in the organisation to one of the 4 areas, defining their own commitment. This work laid the foundation for the 2023 activity, which is oriented towards the pursuit of the function objectives and the realisation of concrete actions capable of bringing groups of people together and generating tangible results.





Reporting 2022 🥒

The GreenComp framework for sustainability competences.

What is it

The GreenComp framework is a set of competences for sustainability shared at the beginning of 2022 by the European Commission. The framework is organised into 4 clusters, each encompassing 3 competences (a total of 12 competences). The 4 clusters are named as follows: - Embracing the values of sustainability; - Accepting complexity in sustainability; - Imagining sustainable futures; - Acting for sustainability. Planetek is among the first companies to refer to the GreenComp framework, the most relevant aspect of which is the fact that for the first time, attitudes favourable to a culture and commitment to sustainability are identified as competences. Reasoning in terms of competences makes any approach oriented towards the training and growth of people concrete, with particular attention to the issue of evaluating and quantifying commitment.

 $Learn\ more:\ https://joint-research-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-sustainability-competence-framework_en-centre.ec.europa.eu/greencomp-european-greencomp-europea$



Embodying sustainability **values**



CONTEXT

Embracing complexity in sustainability



How it was used in our path

For the "Activating Sustainability" 2022 course, the framework was given an original reworking by Trivioquadrivio, with a training and activation purpose specifically designed for Planetek.

Specifically, the competence clusters were rendered as a 4-step process, labelled: "root", "context", "vision", "action". The sequentiality of the phases allowed the participants, first organised in groups and then activated individually, to build a learning process that led them - following the four phases - to identify some guiding values associated with sustainability, to choose a field of action (with reference to the Governance-People-Prosperity-Planet categorisation guiding the project), to prefigure an expected objective and finally to identify a personal action.









Goals 2023.

Governance	 Awareness-raising activities on food sustainability (at least 3 events) Monthly food sustainability day Awareness-raising activities/meetings on gender diversity and inclusion (at least 1 event) Acquisition of UNI Pdr 125:2022 certification - Gender equality Launch of internal Teams "Sustainable Thinking" channel to share ideas, initiatives, good practices Design of a "Sustainability Index" of the Planetek project offer Activation of a think tank on corporate governance issues
People	 Vademecum and processes for welcoming new people Opening of a listening desk for issues of stress, accessibility and personal problems Guidelines and transversal best practices with monthly schedule Structuring monthly team building activities > at least 8 events per year
Prosperity	 Dissemination activities open to local stakeholders (at least 2 events) Creation of a purchasing group for sustainable/zero km products from local producers At least one initiative for the protection of the environment and urban decorum in collaboration with local associations At least one initiative to support cultural activities in the territory
Planet	 Launch of sustainable mobility challenge In-progress monitoring of travel impact and corporate consumption Monitoring electricity consumption Participation at "M'illumino di meno" day Optimising hardware and procedures Reducing electricity use/KWh



Planetek Italia srl Benefit Company Corporate Impact Report 2022 Report drawn up in accordance with Italian Art.1 c.382 L.208/2015

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Looking at the Earth from space is a fascinating experience. We have always been committed to transforming this experience into useful knowledge to **improve the well-being of people and the preservation of our planet.**



www.planetek.it

Corporate Impact Report

2022